

SUPERIOR COURT OF CALIFORNIA, COUNTY OF LOS ANGELES

Civil Division

Central District, Stanley Mosk Courthouse, Department 617

23STCV16328

June 15, 2026

**JOSE ANTONIO ARROYO , ON BEHALF OF HIMSELF
AND CURRENT AND FORMER AGGRIEVED EMPLOYEES
vs LEE KUM KEE USA, INC**

8:30 AM

Judge: Honorable Jeffery D. McFarland
Judicial Assistant: Anesha Hines
Courtroom Assistant: T. Scott

CSR: None
ERM: Electronically Reported
Deputy Sheriff: None

APPEARANCES:

For Plaintiff(s): Stephen Marc Sloane (Telephonic)

For Defendant(s): Jacob Peter Waschak (Telephonic)

NATURE OF PROCEEDINGS: Case Management Conference; Hearing on Motion - Other
for Approval of PAGA Settlement

A tentative ruling is provided to all parties via posting on the court's website.

The matter is called for hearing.

The parties submit to the tentative ruling.

After consideration of all documents filed and no oral argument, the Court adopts the tentative as the order of the Court as follows:

The Motion of Plaintiff for Approval of PAGA Settlement filed by JOSE ANTONIO ARROYO , on behalf of himself and current and former aggrieved employees on 11/06/2025 is Granted.

APPROVAL OF PAGA SETTLEMENT

MOVING PARTY: Plaintiff, Jose Antonio Arroyo

RESPONDING PARTY: Unopposed/Defendant, Lee Kum Kee USA, Inc.

RELIEF REQUESTED

Motion for Approval of PAGA Settlement

SUMMARY OF ACTION

On July 13, 2023, Plaintiff Jose Antonio Arroyo, on behalf of himself and current and former aggrieved employees, filed a PAGA action against Defendant Lee Kum Kee USA, Inc. The

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Court granted Lee Kum Kee's motion to compel arbitration on November 1, 2023. On August 14, 2025, Plaintiff filed a joint notice of settlement of entire case.

RULING: Granted.

Plaintiff Jose Antonio Arroyo, on behalf of himself and current and former aggrieved employees, seeks approval of a settlement of his claim under PAGA with Defendant Lee Kum Kee. "The superior court shall review and approve any settlement of any civil action filed pursuant to [the Private Attorneys General Act]. The proposed settlement shall be submitted to the agency at the same time that it is submitted to the court." (Lab. Code, § 2699, subd. (l)(2).) Plaintiff presents proof of submission of the settlement to the California Labor and Workforce Development Agency (LWDA). [Howe Decl. ¶ 53, Ex. 3: Email Acknowledgment of Receipt.]

Labor Code section 2699, subdivision (i) requires that in an action brought under PAGA, "civil penalties recovered by aggrieved employees shall be distributed as follows: 75 percent to the Labor and Workforce Development Agency for enforcement of labor laws, . . . and 25 percent to the aggrieved employees."

The parties settled all claims for a gross settlement amount of \$255,000 for the period of April 11, 2022 through October 22, 2025, representing approximately 284 aggrieved employees working through 12,000 "PAGA Pay Periods." [Howe Decl. ¶¶ 3, 10, Ex. 1: Settlement Agreement.] The PAGA Settlement Agreement stipulates the following allocation: attorneys' fees of \$89,250 based on a maximum 35% contingency recovery [Howe Decl. ¶ 10, Ex. 1]; costs of \$19,463.52 [Id. ¶¶ 10, 50, 52, Exs. 1-2]; settlement administration costs of no more than \$6,000; payment of \$103,339.86 to LWDA (75% of PAGA Penalty); a \$2,500 agreed upon "service payment" to named Plaintiff; and \$34,446.62 in net settlement amount distributed to employees (25%). [Id. ¶ 10, Ex. 1.]

The agreement provides for full funding of the Gross Settlement Amount within 14 days after approval of the settlement. The Administrator will mail payments within 14 days of funding. [Howe Decl. ¶ 10, Ex. 1.]

The parties reached this agreement following mediation and negotiations. The release of claims occurs upon full funding of the settlement. [Howe Decl. ¶ 10, Ex. 1.] The Court acknowledges the request for retention of jurisdiction under Code of Civil Procedure section 664.6.

The unopposed motion is granted.

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Plaintiff to give notice.

Pursuant to the previously granted motion, the Court vacates the Case Management Conference.

The clerk shall give notice.

Certificate of Service is attached.